

EEO PUBLIC FILE REPORT

FOR

WMUR-TV

This EEO Public File Report

Covers the Period

December 1, 2018 – November 30, 2019

EEO Annual Public File Report

WMUR-TV

This EEO Public File Report is filed in Station WMUR-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one-year time period ending November 30, 2019 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Jeff Bartlett, President and General Manager at (603) 641-9022.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor Open Date: 1/19/2018 Hire Date: 12/10/2018	2-5, 7-8, 10, 12-17, 20, 22, 24-31, 33, 35-37, 39-40	15
Business Manager Open Date: 10/19/2018 Hire Date: 12/17/2018	2-7, 10-16, 18-20, 22-30, 33, 35-40	15
Master Control Operator Open Date: 10/29/2018 Hire Date: 12/16/2018	2-7, 10-14, 16, 18-20, 22-30, 33, 35-40	11
Master Control Operator Open Date: 10/29/2018 Hire Date: 9/28/2019	2-7, 10-14, 16, 18-20, 22-30, 33, 35-40	10
Producer Open Date: 11/8/2018 Hire Date: 4/7/2019	2-7, 10-14, 16, 18-20, 22-30, 33, 35-40	11
Sales Account Associate- Entry Level Open Date: 12/11/2018 Hire Date: 2/4/2019	1-7, 10, 12-16, 18-30, 33, 35-40	15
Broadcast Technologist Open Date: 12/18/2018 Hire Date: 3/17/2019	2-7, 10, 12-14, 16, 19-20, 22-29, 32-40	32
Meteorologist Open Date: 12/19/2018 Hire Date: 8/18/2019	2-7, 10, 12-16, 18-20, 22-29, 33, 35-40	10
Administrative Assistant Open Date: 1/9/2019 Hire Date: 6/4/2019	2-7, 9-10, 12-14, 16, 18-20, 22-29, 33, 35-40	9
Digital Editor Open Date: 2/21/2019 Hire Date: 7/15/2019	1-7, 10-16, 18-29, 33, 35-40	11
Sales Assistant Open Date: 3/18/2019 Hire Date: 4/29/2019	1-7, 10, 12-16, 18-20, 22-29, 33, 35-40	15
Creative Services Writer / Producer Open Date: 6/13/2019 Hire Date: 11/6/2019	1-7, 10-16, 18-20, 22-29, 33, 35-40	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617 657-6000 Url : http://www.bostonabcd.org Email : hr@bostonabcd.org Fax : 1-617-423-7693 Robert Cord	N	0
3	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts Phone : 617 426-9492 Url : http://aaca-boston.org/site/ Email : info@aaca-boston.org Fax : 1-617-482-2316 Wendy Huang	N	0
4	Asian American Journalist Assoc-New England Chapter ., New Hampshire Phone : 781-433-4217 Url : http://www.aajane.org Email : newengland.aaja@gmail.com Sagita Chandra	N	0
5	Asian American Journalists Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 ext 103 Url : http://www.aaja.org Thuy-Tu Tran Manual Posting	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batetech.edu Roland Robinson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Dana Faulconer Manual Posting	N	0
8	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts Phone : 617-424-6616 Url : http://www.careercollaborative.org Email : info@careercollaborative.org Chris Berg	N	0
9	Career Connections NH 74 Northeastern Blvd Nashua, New Hampshire 03062 Phone : 603-880-7184 Url : http://www.careerconnectionsnh.com/ Career Services Manual Posting	N	1
10	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com HTV Careers	N	16
11	Current Employee	N	5
12	Delta Sigma Theta Sorority 20 Vernon St Norwood, Massachusetts Phone : 781-332-2277 Email : bac_dst@yahoo.com Gloria Conley	N	0
13	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Email : ellen.shaw-peterson@va.gov Ellen Shaw	N	0

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14	Emma L. Bowen Foundation 524 W 57th St New York, New York 10019 Phone : 212-975-2545 Url : http://www.cb.com Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
15	Employee Referral	N	7
16	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
17	Greater Manchester Chamber of Commerce 54 Hanover Street Manchester, New Hampshire 03101 Phone : 603-666-6600 Career Services Manual Posting	N	0
18	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	15
19	Journalismjobs.com . Oakland, California Phone : 510-508-7386 Email : contact@journalismjobs.com Career Services	N	0
20	Latin American Student Organization, NorthEastern University 104 Forsyth St Boston, Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : r.torres@neu.edu Fax : 1-617-373-7888 R. Torres	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	2
22	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-727-1354 Url : http://www.mass.gov.com Email : paula.santagati@state.ma.us Paula Santagati	N	0
23	Media Bistro 475 Park Ave S 4th Floor New York, New York 10016 Phone : (800) 205-7792 Url : www.mediabistro.com Career Services Manual Posting	N	0
24	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0
25	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu.org Robert Keohan Manual Posting	N	0
26	Methuen Community Television 13 Branch Street Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : mhoule@methuentv.org Michelle Houle Prong 2 Start Date: 1/4/2016	Y	0

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27	Methuen Community Television 20 Aegean Drive Unit 11 Methuen, Massachusetts 01844 Phone : 978-689-8627 Email : khayden@methuentv.org Karen Hayden Prong 2 Start Date: 5/7/2017	Y	0
28	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Jose McMurray Manual Posting	N	0
29	NH Association of Broadcasters PO Box 5578 Manchester, New Hampshire 03108 Phone : 603-232-0277 Url : http://nhab.org/ Email : tracy@nhab.org Fax : 1-603-232-0277 Tracy Caruso	N	0
30	NH Kids Count 2 Delta Drive Concord, New Hampshire 03301 Phone : 603-225-2264 Email : amy@nhhungersolutions.com Career Services Prong 2 Ended Date: 12/13/2018	N	0
31	NH Works 45 South Fruit Street Concord, New Hampshire 03301 Phone : 603-228-4083 Career Services Manual Posting	N	0
32	Previous Employee	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
34	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Fax : 1-317-846-9120 Scott Jones Manual Posting	N	0
35	South Asian Journalist Association . ., New Hampshire Phone : . Url : http://www.sree.com Email : sree@sree.net Sreenath Sreenivasan	N	0
36	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0
37	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
38	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0

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39	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : http://www.ulem.org Email : acervin@ulem.org Fax : 1-617-442-0562 Career Services	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/16/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including Asian American Civic Association, AAJA, Equality Magazines, Latin American Student Organization, North Eastern University, NAHJ, SAJA.	1	Business Manager
2	2/4/2019	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	2	Director of Sales General Sales Manager
3	5/15/2019	Establishment of an intern program designed to assist members of the community	Internship program for college students in Broadcasting fields of study. Nine Interns were hosted during the Spring, Summer, and Fall semesters in the Production department.	1	Production Manager
4	6/24/2019	Participation in Job Fairs	We advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 6/24/2019 - 6/28/2019. Resumes were submitted and sent to department heads for review	1	Business Manager
5	7/24/2019	Participation in scholarship programs	Participation in NHAB Scholarship. Station General Manager, as a NHAB Board Member, helped select award winners. Awarded one \$5,000 scholarship and multiple \$2,500 scholarships.	1	President & General Manager

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6	9/22/2019	Participation in Job Fairs	We advertised, promoted, and participated in the NHAB Virtual Job fair for the week of 6/24/2019 - 6/28/2019. Resumes were submitted and sent to department heads for review	1	Business Manager